

MSP CONTRACT BARGAINING NTT EQUITY

November 18, 2021

AGENDA

- Welcome and ground rules – 1:00
- Bargaining approach and history – 1:05
- MSP's NTT proposals – 1:10
- Admin's proposals – 1:20
- Our analysis and counter #1 – 1:30
- Admin counter – 1:35
- Our counter #2 – 1:40
- Questions and comments – 1:45

GROUND RULES

- This meeting is for MSP members only.
- Please do not record or photograph the meeting in any way.
- Please stay on mute so that everyone can hear.
- Please type questions or comments into the Chat box.
We will have open discussion at the end, and you might want to save your questions for that time.
- This PowerPoint will be posted on the MSP website: umassmsp.org
- If you have questions about your individual situation, please email them directly to msp@umass.edu. All queries to the union are confidential.

OUR BARGAINING APPROACH

PRINCIPLES FIRST

- MSP's team takes a principles-first approach, for example:
 - Workload should be equitably distributed within a department
 - Teaching evaluations should be holistic
 - Members should have access to on-campus child care
- From principles, we develop specific proposals – changes or additions to the collective bargaining agreement.

PRINCIPLES VS PROPOSALS

- For example, if a *principle* is that all members should be eligible for parental leave immediately on hire, the *proposal* might look like:

Modify 27.3.5 such that all state-funded bargaining unit members are eligible for parental leave upon hire:

27.3.5 (b) (2) All non-tenure-track faculty members who are not funded by grants, contracts, or gifts; ~~who have three years of full-time University service;~~ and who have appointments that make it possible to fulfill the return obligation described below;

27.3.5 (b) (3) All librarians ~~with at least four months of service.~~

WHY THIS APPROACH?

- Our ultimate goal is to fulfill our principles – proposals are a proposed way to get there.
- With this approach, we aim to engage in productive conversation with the administration's team. Do they agree with the principle? Can they make the proposal work? If not, what other approaches could we take?
- We prefer to avoid positional bargaining and horse trading.

HOW WE GOT HERE

(or, why is this taking so long?)

THE BEFORE TIMES

- Contracts are for three years; the previous contract was July 1st 2017 through June 30th 2020.
- Executive board approved bargaining team in advance.
- Board and reps reached out to membership on priorities.
- Principles / proposals drafted by task forces and team.
- We started bargaining in Fall 19, optimistic we'd finish by summer.

LITTLE DID WE KNOW



PIVOT TO THE ONE-YEAR

- As the impact of COVID became clear, we paused regular bargaining, and moved to addressing immediate and ongoing COVID issues:
 - Transition to (mostly) remote, rejecting pay cuts, workload adjustments, teaching evaluations, remote work arrangements, masks and PPE, testing, vaccination, parking refunds, technology assistance, child/elder care assistance, and so on...
- We settled on a one-year agreement just before F20, then continued in F20 with issues related to S21 partial reopening.
- We resumed regular bargaining in S21.

NTT ISSUES AT THE BARGAINING TABLE

- MSP's team put a series of ambitious proposals on the table – one set focused around NTT equity.
- Administration put NTT-related proposals on the table as well.

**MSP'S INITIAL
NTT EQUITY PROPOSALS**

NTT EQUITY: TEACHING TENURE TRACK

Principles:

- Non-tenure-track faculty who demonstrate excellence in teaching, participate in scholarship, and invest significantly in the life of the university should have access to a tenurable track of employment.
- Titles without benefits are not a path to equity.
- UMass should be a national leader in creating a tenure track for teaching faculty. This will allow us to recruit outstanding faculty who demonstrate excellence in scholarship and creative work as well as teaching.

NTT EQUITY: TEACHING TENURE TRACK PROPOSAL

- a. Create a “Teaching Tenure Track” pathway with the emphasis on teaching.
- c. Teaching tenure track faculty can apply for tenure under the contract and Trustee Policy.
- d. Establish a series of benchmarks specific to teaching faculty to achieve the recognition necessary for tenure. Teaching Tenure Track faculty job descriptions typically include:
 - i. Teaching in their area of expertise
 - ii. Participating in curricular development and pedagogical innovation
 - iii. Developing programs for faculty and student development; organizing or participating in conferences
 - v. Collaborating with colleagues on- and off-campus
 - vi. Service to the department, university, and discipline
- e. Faculty tenured in this pathway would hold titles: Assistant Teaching Professor, Associate Teaching Professor, Teaching Professor, with all rights and privileges of tenured faculty

NTT EQUITY: PERCENTAGE OF NTT FACULTY

Principle: Educational excellence demands that students have access to permanent faculty with expertise in teaching and research. National university rankings consider the proportion of tenured faculty on campus. Growing our tenured faculty will make UMass a national leader in educational excellence as well as excellent employment practices.

Proposal: Commit to a distribution of at least 80 percent tenure-track faculty and no more than 20 percent non-tenure-track faculty across UMass Amherst. (Teaching Tenure Track faculty count as tenure-track faculty.)

NTT EQUITY: VISITING PROFS OR SENIOR FELLOWS

Principle:

We have a longstanding agreement that the “Visiting” title only applies to faculty who are visiting from another institution. Also, the Senior Fellow title has been misused on campus and must be clarified.

Proposal:

Instead of the VAP title, we propose the title Senior Fellow (or similar) as an MSP bargaining unit position. All existing Senior Fellows, Research Fellows, Teaching Fellows, and Visiting Assistant Professors in Music and Math will become Senior Fellows under this definition. Existing Senior Research Fellows will become Research Faculty. New lecturers whose job descriptions include research and teaching may be hired into the Senior Fellows title.

NTT EQUITY:
EXPAND
PROFESSIONAL IMPROVEMENT LEAVE

Increase from 12 to 24 Professional Improvement Fellowships for NTT faculty.

NTT EQUITY:
EQUITABLE RETENTION
OF PART-TIME FACULTY

Change eligibility for NTT faculty continuing appointment and promotion to be based on semesters of work rather than FTE, for faculty who are half-time or more.

Continuing appointment would be after three years, and promotion eligibility after six years.

ADMIN'S INITIAL
NTT PROPOSALS

REAPPOINTMENT AT LOWER PAY

“In the event an NTT is reappointed to a position that is substantially different than their original assignment, the individual’s rate of pay for the new appointment may be lower with notice to the MSP.”

REQUIRED SEARCHES

“Clarify that current part-time faculty will ordinarily be required to apply for full-time positions that are expected to lead to continuous appointment as part of a full search process.”

(In other words, no preference for work to be assigned to existing bargaining unit members.)

MAJOR CHANGES TO CONTINUOUS APPOINTMENT / PROMOTION

- Probationary period of six years instead of three.
- Comprehensive review at three years.
- Continuing appointment review becomes tenure-like, requiring portfolio, internal and external letters, etc. Requirement of “excellence in teaching” and “at least strength” in service.
- SL promotion linked with continuing appointment (also like tenure)

MAJOR CHANGES TO SLII PROMOTION

“Criteria for promotion should include sustained excellence in teaching, excellence in service and demonstrated leadership within department, college, University and/or to the profession. Same portfolio and review process as for continuous appointment.”

NEW NTT TITLE: PROFESSOR OF PRACTICE

The designation of the title Professor of Practice requires approval of the Provost and is reserved for non-tenure track faculty who will engage primarily in teaching. Professors of Practice are distinguished professionals, either practicing or retired. Some may have traditional academic backgrounds but most do not. Professors of Practice are expected to promote the integration of academic scholarship with practical experience. Professors of Practice teach courses, advise students, engage in service and collaborate in areas directly related to their expertise and experience. The position requires considerable relevant industry, practitioner or other professional experience and accomplishment. The progressive ranks shall include Assistant Professor of Practice, Associate Professor of Practice and Professor of Practice. Salary floors, promotion increments as well as criteria and procedures for continuing appointment and promotion in rank shall be the same as for lecturers with the exception that external letters may be required.

EXPANDING USE OF CLINICAL PROFESSOR TITLE

“Non-tenure track faculty with clinical titles who are not in the College of Nursing will be governed by the contractual provisions for Lecturers for all purposes including but not limited to those provisions regarding notice, eligibility for continuous appointment and the procedures and criteria for promotion in rank.”

VAP EXPANSION

“The parties agree to expand the use of the non-tenure track, bargaining unit title of Visiting Assistant Professor (currently used only in Math and Music and Dance per Article 21.9.2) to all academic units.”

ANALYSIS

NTT-RELATED THINGS ON THE TABLE

MSP

Administration

Teaching Tenure Track

Senior Fellows

TT/NTT ratios

Expanding PIFs

Article 21 changes:

- Position change / salary
- PT must apply to FT positions
- Continuing appointment in six years, formative review after three
- Tie CA to promotion in rank
- Raise SL I (etc.) promotion criteria: excellence in primary area, strength in others
- Permit early SLII with DPC/Chair/Dean approval
But require excellence in all areas

Professor of Practice

Visiting Assistant Professor

Clinical Professors (outside Nursing)

COMPLEMENTARY NTT-RELATED THINGS ON THE TABLE

MSP

Administration

Teaching Tenure Track

Senior Fellows

TT/NTT ratios

Expanding PIFs

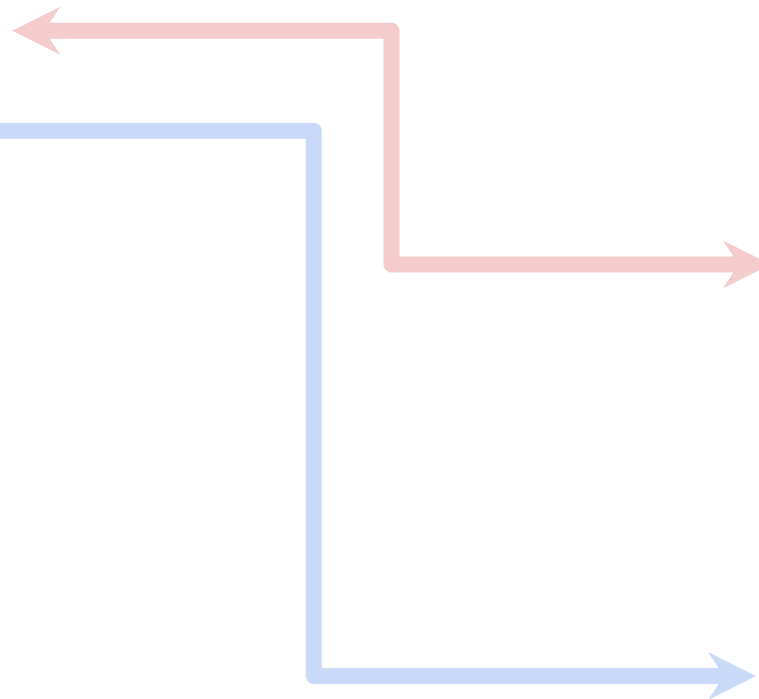
Article 21 changes:

- Position change / salary
- PT must apply to FT positions
- Continuing appointment in six years, formative review after three
- Tie CA to promotion in rank
- Raise SL I (etc.) promotion criteria: excellence in primary area, strength in others
- Permit early SLII with DPC/Chair/Dean approval
But require excellence in all areas

Professor of Practice

Visiting Assistant Professor

Clinical Professors (outside Nursing)



TEACHING TENURE TRACK ↔ ARTICLE 21 CHANGES

Mostly in harmony

Higher standards for promotion and permanence

More clarity on standards

More time until first promotion / permanence

Early review (when appropriate)

Some differences

Pay scale

NTT review is local / tenure approved by Board

Tenure / continuing appointment

Sabbatical / PIF

[Asst/Assoc] Teaching Professor or old titles

Apply to all NTT or some to different track

SENIOR FELLOWS ↔ VISITING ASSISTANT PROFESSORS

Mostly in harmony

Some differences

Recent PhDs

Title (SF vs VAP)

100% FTE

Use of VAP for non-visitors

Three years max, one yr then two yr appt

Reduced teaching if research active / contributing to department research life

Lecturer provisions otherwise apply

Convert to NTT [TTT] by mutual agreement

MSP NTT COUNTER #1

APPROACH

- Look for points of agreement, develop “supposal” roughly outlining the ideas.
- Allows admin to respond informally, determine true points of agreement and disagreement.

PROFESSOR-IZE THE LECTURER TRACK

- Can use Professor of Practice as working title
- Can use Clinical Faculty as working title
- Can use Teaching Professor as working title
- All faculty on the TT professor payscale
- Professional Improvement Fellowship every six years
- MSP will do education on CA process: reappointment, not major personnel action

VAPS / SENIOR FELLOWS

Our Senior Fellow proposal is very close to their VAP proposal, use as-is (since “professor titles” would now be open to all NTT faculty).

TEACHING TENURE TRACK

- Recognize pedagogical research, scholarship, etc. as tenure track engagement.
- Agree to a reclassification process open to any/all NTT who are currently engaged in scholarly/creative activity.
- TTT are tenure track faculty.
- Form joint committee to develop process for new TTT hires.

ADMIN COUNTER

THINGS THEY WANT US TO ACCEPT

- Accept their Professor of Practice, Visiting Assistant Professor and Clinical Professor proposals.
- Eliminate preference given to current part-time lecturers for additional teaching assignments for which they are qualified.
- Tenure-system-like review for CA and SL I/II
- 4-year instead of 6-year CA process

THING OF OURS THEY ARE (SORTA)
WILLING TO ACCEPT

Include non-unit senior research fellows/scientific staff *outside of IALS who are not funded by grants/contracts and who are not on temporary/time limited appointments* into the bargaining unit using appropriate scientific titles with their current terms and conditions of employment.

(We are not sure how many of these exist – not many!)

THINGS WE DIDN'T EXACTLY ASK FOR

The University, in consultation with the MSP and the faculty senate research council, will develop and issue a statement encouraging schools, colleges and academic departments to recognize the value and significance of the scholarship of teaching and learning, pedagogy and instructional innovation in the recruitment, selection and promotion of tenure-system faculty. The University will further develop a pathway for existing NTT who are “scholars of teaching” to be considered for tenure-track appointments.

WHAT IS WITHDRAWN

- Administration withdraws its proposal on lower rates of pay upon job changes.
- “The MSP withdraws its remaining NTT proposals.”

ANALYSIS

- They're not seriously interested in TTT – they want professor titles and review, but no meaningful benefits.
- We have a shared interest in formalizing CA process (though no data to support lengthening it).
- We can keep VAP title in Math/Music&Dance under our Senior Fellow proposal.

MSP COUNTER #2

NTT TITLES AND TT PATHWAY

Create a labor/management committee to address the issue of NTT professorial titles and associated benefits, and the issue of a pathway to the tenure track.

FORMALIZE THE CA PROCESS

- Contractually CA is simply a reappointment, but some departments/colleges require additional review outside contract.
- We propose a *simple* process requiring candidate CV and short statement (no letters!) and teaching evals, to be reviewed by DPC and chair/dean.

AND OTHER ASKS REMAIN

- Expand to 24 PIFs
- Use our SF proposal, permit M/M&D to continue VAP title
- Parental leave upon hire (from our gender equity list)
- CA/promotion based upon years of service

NOW YOU'RE ALL CAUGHT UP

- Counter #2 went on the table last week; they have already indicated they will have no response by this week (tomorrow).

QUESTIONS?

Email MSP@umass.edu